

**FLATHEAD COUNTY EMPLOYEE HEALTH BENEFIT PROGRAM**  
**FISCAL YEAR 2023-2024**

**TRADITIONAL PLAN**

The County contributes \$5.91 per hour, up to \$473.08 per payroll, towards the total premium for eligible employees. Employees will have to pay \$5.91 for each hour less than 80 per payroll in addition to the regular employee premium listed below. The maximum County benefit is \$1,025 per month.

FY2024 – TRADITIONAL PLAN				
7/1/23 to 6/30/24	Total Monthly Premium	EMPLOYER's Maximum Monthly Premium	EMPLOYEE's Share of Monthly Premium ** see above	EMPLOYEE PAY PERIOD DEDUCTION **see above
Self Only	\$1,045	\$1,025	\$ 20	\$ 9.23
Self & Spouse	\$1,245	\$1,025	\$220	\$101.54
Self & 1 Child	\$1,075	\$1,025	\$ 50	\$ 23.08
Self & 2 or more Children	\$1,105	\$1,025	\$ 80	\$ 36.92
Family 1 (Self, Spouse, & 1 Child)	\$1,275	\$1,025	\$250	\$115.38
Family 2 (Self, Spouse & 2+ Children)	\$1,305	\$1,025	\$280	\$129.23

**HIGH DEDUCTIBLE HEALTH PLAN/HEALTH SAVINGS ACCOUNT**

The County contributes \$5.19 per hour, up to \$415.38 per payroll, towards the total premium for eligible employees. Employees will have to pay \$5.19 for each hour less than 80 per payroll in addition to the regular employee premium listed below. The maximum County benefit is \$900 per month. The County also contributes \$0.72 per compensated hour to a Health Savings Account (H.S.A.), up to 80 hours per payroll. The maximum County H.S.A. contribution is \$125 per month.

FY2024 – HDHP/HSA					
7/1/23 to 6/30/24	Total Monthly Premium	EMPLOYER's Maximum Monthly Insurance Premium	EMPLOYER's Maximum Monthly H.S.A. contribution	EMPLOYEE's Share of Monthly Premium ** see above	EMPLOYEE PAY PERIOD DEDUCTION **see above
Self Only	\$ 900	\$900	\$125	\$0	\$ 0.00
Self & Spouse	\$1,050	\$900	\$125	\$150	\$69.23
Self & 1 Child	\$ 910	\$900	\$125	\$ 10	\$ 4.62
Self & 2 or more Children	\$ 920	\$900	\$125	\$ 20	\$ 9.23
Family 1 (Self, Spouse, & 1 Child)	\$1,060	\$900	\$125	\$160	\$73.85
Family 2 (Self, Spouse & 2+ Children)	\$1,070	\$900	\$125	\$170	\$78.46